File No. 290

1928.

Collection No. 11

14/6/27 Mar 21/6

Empress Canada

Pros. Serial Nos. 20

Subject.

Appointment of Miss Berry to the Nursing Staff of the B.C. Hospitals.

Revision of the pay of the Nursing Staff.

Provision of a permanent Nurse in the employment of Veterans' Bureau

Previous References.

Later References.

55
30

(Blue).

[illegible] 1928 tP—(G-276)—9-7-(3)—50,000.

S. N. 20 Copy of letter no. F 172-C/28, dt 20.9.28 from the Govt of India to the Under Secy of State.

Draft submitted. (* The p.c.c does not contain the final sanction, ~~it is unnecessary to~~ there is no harm in communicating it to the Pay & Accounts Offices or the Audit Officer at this stage). Issue & submit to Secretary for information.

C.V. Ramanathan.
24.9.28

24/9/28

S.N. 21 Issued No. 9023-25, dt 24.9.28

Para. 2 above

The Draft* has issued.

Submitted to Secretary for information.

C.V. Ramanathan
25.9.28

29/9

* S.N. 21

S. N. 22 From the Dy. A Accounts Officer
no. P Pen. 4116 dy 15. 10. 28

4/ The later correspondence on the subject is in the serials, specified in the margin.

S. N. 471/a J
472/1 L
472/6 M
18-13.

S. N. 15
18

The remarks of the Residency Surgeon on the Dy. A Accounts Officer's proposal appear necessary, especially with reference to para. 3 of the p. u. c.

Draft submitted

C V Ramanathan.
26 10 28

S. N. 23. Issued no. 10064 dy 29. 10. 28

× S.N. 471/a J
18-13

Resident's Proceedings referred to above. This suggestion which has been agreed to by the Residency Surgeon may, it is submitted, be accepted.

G

In regard to the Draft addendum ⊗ to the 'Bangalore Manual', it would appear that the second sentence of it is clearly redundant & may perhaps be omitted as being unnecessary. The first sentence itself makes it clear that the service of the Nursing Supt. & Nursing Sisters will not be pensionable so long as they enter service

⊗ S.N. 22/a F

on

enjoy at present the same rights to pension as are *enjoyed by the nursing staff of the Bowring & Lady Curzon Hospitals, & hence the suggestion in para. 3 of the Dy. Accounts Officer's letter at S. N. 22.

* Art. 361, CSR subject to Art. 352 (a) & (e)

†S. 11.4 11/a

13 Para. 11 ante

Draft submitted.

K. V. Ramanathan
29. 11. 28

(From para. 10)

30

30/11

Secretary.

14 The draft may be approved

30/11

Regd

15

1/12/28

S. N 25

Issued vide 11189-111908 5. 12. 28

S.N.26 From the Govt. of India, Foreign & Polit. Dept. No. F 15 (8)-E/28, dt 28.11.28

15

Draft submitted.

C.V. Ramanathan 7.12.28 — Issue & submit to Secretary for information.

10/12/28

S.N.27 Issued vide 11334-38, dt 8.12.28

Para. 17

17

submitted to Secretary after issue of Draft.

C.V. Ramanathan 10.12.28

10/12/28

10/12

S. N. 30 From The Govt of India, Ex. Dept
no F 172 E/28, dt 6.12.28

21

Draft submitted

R V Ramanathan
18.12.28

18/12/28

S. N. 31. Issued Nos. 11713 15 dt 18.12.28

S. N. 32 From the Residency Surgeon
no. 1995/129, dt 22.12.28

21

Draft submitted.

R.V. Ramanathan
2.1.29

2/1/29

S N 33 Issued No 1624, dated 8th January 1929

The Resident's Proceedings at S. N. 47 1/a to the Co. 18-13
of the Nursing Supt & Nursing Sisters would not arise unless the conditions of their service were changed; still he included this staff in the draft corrections to the 'Bangalow Manual' forwarded by him, stating at the same time that "This will not apply to Nursing Supt & Nursing Sisters, as they enter the service on contract-".

2. The sentence just quoted was considered redundant & was omitted in the addendum as approved in the Resident's Proceedings at S. N. 25 —— Vide paras. 9 & 11 of notes ante. This addendum, it is said, suggests that Nursing Supt. & Nursing Sisters can be entertained even without

without a contract. The suggestion may be taken to have reference only to the possibility of a change in the conditions of service in some future year when an agreement may not be considered essential; it cannot, it seems, be taken as an authority altering the existing rules regarding recruitment. It is therefore for consideration whether it is necessary or desirable to agree to the suggestion at the p.u.c.

C.V. Ramanathan
2.2.29

(From para. 24)

27) The Nursing Superintendent and Nursing Sisters ~~now~~ are now required to enter into a contract – vide rule 244 of the Bangalore Manual. This rule is based on the letter of the G of I at dd 5/7/18-13. The rule as now amended may possibly lead

Flag W

Flag X/3

to some misconception and it is for consideration whether for safety's sake the words "Nursing Supdt" and "Nursing Sisters" may be omitted in the addendum. They may re-inserted ~~later on~~ if later on the G of I dispense with a contract in their case

(from para 24)

Secretary W.S. 5/2

28) Why shd we specify any of the different categories of the nursing staff? It seems to me that it wd be better to omit all S.N. 22(a) after the first 4 lines

A.C.S. 6/2

24A) The Secretary's suggestion would simplify the rule. The Pay & Audit officer may be informed accordingly. draft submitted

Secretary W.S. 6/2 W.S. 6/2/29 Consult the P.&A.O. first before issuing orders: vide the revised draft. A.C.S. 6/2

S N 36 Issued No. 1367, dy 9. 2. 29

S. N. 38 From the D.A.I. Agra no. PB 6715 dy 6. 2. 29

S. N. 39 " The Residency Surgeon no. 2265/129 dy 4. 2. 29

30 P.U.C.T.

Please see S.N. 28 & 29.

Dr. of T.

Draft I submitted for approval.

31 Put II

Reference is invited to para. 2 of S.N.34 & S.N.35

Draft II submitted

R.V. Ramanathan 16/2.
16.2.29

Secretary 32 Yes – but in the case of Draft II – I take it that what we have is P.T.A. Officer's opinion whether the form of agreement is suitable from the accounts point of view. If so, we shd ask him a definite question, as in amended draft to sign 16/2 endorsement. If not, pl. speak.

16.2.29

S.R. 30-41 Issued No. 1908 1909, dated 22nd February 1929.

S. N 42 From the Dy o Accounts Officer,
no. 1865, dt 19.2.29

S. N. 43 no. 7853, dt 18.2.29

33 P.U.C I

1) Reference is invited to (i) para. 1 of S. N. 34
(ii) S. N. 36
(iii) notes at paras. 21-29

The Dy o Accounts Officer agrees to the suggestion in S. N 36.
Draft submitted

34 PUC II

Action will be taken after issue of orders with reference to p.u.c I.

CV Ramanathan 27.2.29 28/2 35 Please speak.
1.3.29

Secretary 36 Position explained.
Note approved
2-3-29

S. N. 44 Issued no. 2213, dt 2-3-29

Para 37

Since the Secretary of State has directed that Miss.Berry should be regarded as having been recruited by the High Commissioner, all the incidents that attach to direct recruitment would apply in her case.

The terms of an agreement consist of the rights and obligations of the parties thereto. If Miss.Berry had in the first instance been recruited by the High Commissioner, I presume that her rights would have been to get (1) her passage money, 2) the cost of her outfit, 3) her salary etc., and 4) the other privileges about which there is no doubt expressed, provided she fulfilled her obligations under the agreement. None of these payments would have been concessions and if my presumption is correct she would be entitled to her passage money and the cost of her outfit as a matter of course, as part of her rights under the agreement.

If, however, the grant of the cost of passage and outfit is discretionery with the High Commissioner and is not part of the usual incidents attaching to a contract like the agreement now in question, the point would have to be considered on its merits when the argurents against Mrs. Berry would be the lapse of time and the fact that such payment was not contemplated at the time she first accepted the appointment.

3·4·29

A copy of India office letter to the High Commissioner No.J & P.1927-23 dated the 13th February 1928 is not available in this office.

4 It is reported by the Residency Surgeon that the present staff of Nursing Sisters is only two against the full complement of five and the work of the hospital involves an unbearable strain on the present sisters. In the circumstances and also in view of the urgency of the case there appears to be no objection to the Residency Surgeon being authorised to recruit Sisters as suggested by him subject to a report being sent to the Government of India for their approval.

44 The retention of the sisters in service would depend on the orders of the Government of India on the report suggested to be sent. They should be treated as locally recruited sisters and an agreement in the form prescribed for sisters recruited in India should be obtained from them on receipt of the orders of the Government of India.

3748
12/4/29.

V. Sambamurthi Rao
For Pay and Accounts Officer

The Secretary to the Resident, Bangalore. U.O. P.S./7 dated 11th April 1929.

5 The above view is said to be provisional only---vide the message at flag T

For orders whether action may be taken as suggested.

C.V. Ramanathan
12.4.29

GOVERNMENT OF INDIA—FINANCE DEPARTMENT,

Pay and Accounts Office,

BANGALORE.

DATED 22nd APRIL 1929.

1108
23/4/29

Please see this office W.C.P.B.7 dated the 11th April 1929.

4-6

5 X

Para 24 on page 22 of the Special Rules and orders relating to the account of the Lord High the President's Treasury, on its the recruitment of Nursing Superintendents and Sister both in England and in India but already forbids recruitment in England except through the Secretary of State. But in letter No.170- /28, dated the 6th September 1928, the Government of India have asked the Secretary of State for India that in future the Matron & Nursing Staff for the Bowring & Lady Curzon Hospitals should be recruited through and appointed by the High Commissioner for India, London, on behalf of the Government of India. It is not clear whether the intention of the Government of India is that the entire European Nursing Staff should, in future, be recruited only in England and that recruitment in India should be confined to only **non**-European Nursing Staff. I take the order to mean that the European Nursing Staff, be recruited in England, should be recruited only through the High Commissioner for India and that they do not permitit direct recruitment of European Sister in India. I beg that the Government of India may kindly be requested to make their intention clear.

S.N 20 1
290-28

Yours obedt.

The Secretary to the President, Bangalore. W.C.
4 W.P.B.9 dated the 22nd April 1929.

S.N.51 From the Govt.of India, No.370-R/29, dated 17-5-29

The Residency Surgeon's views may be invited.
Draft submitted.

C.V.Ramanathan
29 ~~28~~ 5.29

30/5/29

4/6.6.29

Secretary

S.N. 52 Issued No.4881, dated 6-6-29

S.N. 53 From the Residency Surgeon, Bangalore, No. 488/129, Dated 4-6-29

Memo. No. 373-R1/27, d/21-6-28 of the Govt.of India, which is referred to in S. N.49(from the Pay and Accounts Officer) and ~~xxxxxxx~~ a copy of which is asked for by the Residency Surgeon, is not available in the office. Draft message to the Pay and Accounts Officer is submitted.

C.V.Ramanathan
14.6.29

Action may now be taken in regard to the correspondence at S.Ns.32, 33 and 43 with reference to which the opinion of the Government Pleader was invited, un-officially.

It

S.N. 60 From the Pay and Accounts Officer No. PB 1390, dated 15-7-29.

S.N.61 From the Residency Surgeon, No. 765/129, dated 17-7-29.

5 P.U.C.I. (Regarding terms of agreement relating to the recruitment of Miss Berry, Nursing Superintendent).

The connected correspondence is at S. N. 32, 33 and 43, paragraph 37 and 38 of notes and p.u.c. I.

The Pay and Accounts Officer agrees generally with the trend of the view taken by the Government Pleader but suggests a reference to the Government of India in order to make the latter's intention clear. The suggestion may perhaps be agreed to.

P.U.C.II. (Form of agreement for nursing sisters recruited in India, and modification of leave terms).

The connected correspondence is at paragraph 3 of S. N. 39, S. N. 41, 49, 50, 53, 56 and 57.

As the Residency Surgeon agrees to the Pay and Accounts Officer's suggestion in paragraph 2 of S. N. 49 regarding leave rules, the sanction of the Government of India to the modifications suggested may, it is submitted, be applied for.

61

Revision of the pay and allowances of the Nursing Staff:-

In connection with the question of the form of agreement for the nursing staff recruited in England (in regard to which the remarks of the Pay and Accounts Officer were obtained in S.N.38) the Residency Surgeon has raised the question of providing the Sisters with free furnished residential quarters and free supply of necessary servants for attendance on them and also ~~the question~~ that of increasing the scale of pay and allowances as shown in the tabular statement at S.N.38.

S.N. 45

The question of free furnished residential quarters is under consideration in a separate file, while in regard to the question of pay and allowances, it may be mentioned that the position is that, only quite recently, the Government of India were approached for a revision of the pay and allowances of the Nursing Superintendent and Nursing Sisters and that the Government of India, while sanctioning the proposals in part, did not give any encouraging reply.

S.N. 14 & 26

It may be seen from the nature of the Government of India's reply that they are not likely to be prepared to consider any further increase in pay and allowances unless very strong grounds ~~were~~ are put forward. The reasons mentioned by the Residency Surgeon in paragraph 2 of S.N.45 are practically those already put forward in the Residency letter to the Government of India at S.N.14; and there appears to be no use approaching the Government of India again so early, unless very good grounds are put forward which will counteract the attitude of ~~India~~ their letter at S.N.26. Perhaps, the Residency Surgeon may be asked u.o. whether he can give further

x S.N. 26

J

materials

materials for strengthening the case for going up to the Government of India. (The draft of the letter to the Government of India at S.N.14 was prepared in consultation with the Residency Surgeon last year).

C V Ramanathan
16.9.29

12.

Secretary

*

Paras. (59) and (60) yes.

2. Para. 61. Yes, the only argument likely to be effective is that we are unable to get or retain Staff. It is a pity that we did not find out about the General Hospital, Madras, and then produce some reason why their rates were not enough for us.

24.9.29

* G OF I will be addressed on return of file from R. S.

H.Q. Sec. 8211
26th September 1929

To the Residency Surgeon U.O. (paras. 61 & 62(2))

The Secretary, No further action by the office is in contemplation for the present.

8.12.29.

12113.
9-12-29.
290
28

No. 172-1/28.

9185
24/9/28

S.M. 472
18-13

Copy

[R. O. 106 (a)].

All communications should be addressed to the Secretary to the Resident in Mysore, Bangalore, by designation and not by name.

OFFICE OF THE RESIDENT IN MYSORE,

Bangalore, 24th Septr 1928

9023-9025

No. ENCLOS. (+) in 2 letters.

S.N. 20

A copy of the marginally* noted letter, ~~with enclosure~~, is forwarded to the Residency Surgeon, Bangalore, with reference to his letter‡ no. 2620/128, dated the 10th March 1928.

*No. F172-E/28 dated 20.9.28 from the Political Secy. to the Govt. of India to His Majesty's Under Secretary of State for India.

(with Residency Letter referred to)

2). He is requested kindly to have an agreement with Miss H M. Berry executed in the prescribed form.

‡ S.N. 466/W

(1) Audit Office

(2) Copy to PTA.O

~~Secretary to the Resident.~~

for Secy. to the Resdt

532—15-9-1927—5,000—RPB.

Telegraphic Address: Bangacts, BANGALORE.

GOVERNMENT OF INDIA

The Pay and Accounts Office BANGALORE.

Telephone: Office 47.

Ref. No. P. Pen. 4116 — 15th October 1928

Enclosures One

To

The Secretary to the Hon'ble the Resident in Mysore, BANGALORE.

RESIDENT'S OFFICE
BANGALORE
Register No. 99495
Date of Receipt 17/10/28

Sir,

1) With reference to the correspondence ending with your memo No. 8652, dated 13-9-28, I have the honour to state that as Nursing Sisters and Superintendent whether recruited in England or in India, enter into a contract, the necessity for applying the orders in the Proceedings No. 4810, dated 17-5-28 will not arise unless the conditions of their service are changed.

S. N. 18

S. N. 471a 18-13

S. 182a 476-00

A draft correction to the Bangalore Manual is herewith forwarded to your approval.

In this connection I would request you to include "Gosha Hospital" in the Resident's Proceedings No. 4810, dated 17-5-28 as there are Nurses in that hospital also.

I have the honour to be,
Sir
Your most obedient Servant

Pay and Accounts Officer
BANGALORE.

SHN.

The services of the members of the Nursing staff* of the Bowring & Lady Curzon Hospital will be pensionable when they do not enter the service on contract and if the conditions of art.361 C.S.R. are satisfied.

* Nursing Superintendent.
Nursing Sisters.
Home Sister.
Nurses.
Sisters of Charity.

This will not apply to Nursing Superintendent and Nursing sisters, as they enter the service on contract.

(Resident's Proceedings No.4810, dated 17-5-28 and memo No.8652, dated 13-9-28 Pen.3-6 of 27-28)

SHN.

No. 1636/77.

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 6th.November 1928

From

Lt-Col. J.McPherson,M.A.,M.B.,F.R.C.S.E.,M.R.C.P.,
I.M.S.,
Residency Surgeon.

To

10/11/28
1058/
7/11/28
290/28

The Secretary
to the Resident in Mysore,
Bangalore.

Sir,

G) S.S. 23 — with reference to your Memorandum No.10064/290-192 dated the 29th.October 1928, forwarding copy of Pay & Accounts Officer's letter No.P.Pen.4116, dated the 15th.October 1928, I have the honour to inform you that the correction to the Bangalore Manual as suggested by the Pay and Accounts Officer is approved.

E) S.S. 22

S.S. 471(a) / 18-1913 — The Nursing Staff of the Gosha Hospital may be included in the Resident's Proceedings No.4810 of 17th.May 1928.

I have the honour to be

Sir,

Your most obedient servant,

Lt-Col.,I.M.S.,

Residency Surgeon, Bangalore.

Proceedings of the Hon'ble The Resident in Mysore

No. 11189 Encl 1 in 90 Encl. 5.12.28

Read:—

S. N. 22

(i) Letter No. P Pen 4116, dt 15th October, 1928, from the Dy & Accounts Officer, Bangalore

S. N. 24

(ii) Letter No. 1636/77, dt 6th November, 1928, from the Residency Surgeon, Bangalore

ORDER

The Hon'ble the Resident's Proceedings no. 4810, dated the 11th May, 1928, regarding the nursing

S. N. 411/a 18-13

nursing staff
of the Bowring
& Lady Curzon
Civil Hospitals
will apply also
to the nursing
staff of the Haji
Sir Ismail Sait
Cosha Hospital.

2. The addendum
to the Bangalore
Treasury Manual
is approved in
the form shown
in the annexure.

Secy. to the Resdt

To The Pays Accounts Office
Bangalore
Residency Surgeon,
Bangalore.

[Annexure

3

Annexure

—

S. N. 182/a
467-1800.

In The "Special Rules & Orders relating to The Accounts of The Hon'ble The Resident Treasury, Bangalore", insert The following as paragraph 24-E on page 22 :—

24-E. The services of The members of The nursing ‡ staff of The Bowring & Lady Curzon Hospitals and of The Haji Sir Ismail Sait Gosha Hospital will be pensionable when they

‡ Nursing Superintendent
Nursing Sisters
Home Sister
Nurses
Sisters of Charity

From - The Assistant Secretary to the Government of India
in the Foreign and Political Department,

To - The Hon'ble the Resident in Mysore.

11385
3/12/28

Memorandum No.F.19(8)-E/28.

Dated New Delhi, the 28th November 1928.

Proposed revision of pay and allowances of the Nursing Staff of the Bowring and Lady Curzon Hospitals, Bangalore.

Reference your letter No.8662, dated the 14th/15th September 1928.

2. The scales of pay proposed by you for the Nursing staff of the Bowring and Lady Curzon Hospitals, Bangalore, are higher than those at present in existence in the General Hospital, Madras. The latter hospital is more than double the size of the Bangalore hospitals. Further, Bangalore has a much better climate than Madras. In the circumstances the Government of India are unable to accept your proposals in full. They are pleased to sanction, with effect from the 1st April 1929, a scale of pay of Rs.250-10-350 for the Nursing Superintendent and the following revised rates of allowances for the Nursing Superintendent and the Nursing Sisters:-

Ration allowance	...	Rs. 45 per mensem.
Uniform and washing allowance	...	" 15

3. Steps are being taken to include the necessary provision in the budget estimates for the Mysore Residency for 1929-30.

Sd. B.N. Mukherjee,

Assistant Secretary to the Government of India.

Attested,

Superintendent,
Foreign and Political Department.

Copy to Finance Department, for further necessary action, reference their u.o.No.3705-Ex.I., dated the 24th November 1928. (Inclusion statement, in duplicate, will be sent later).

No. 1750/129.
Enc.1.

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 21st. Novr. 1928

From

Lt-Col. J.McPherson,M.A.,M.B.,F.R.C.S.E.,M.R.C.P.
I.M.S.,
Residency Surgeon.

DEPT'S OFFICE
BANGALORE.
Diary No. 11875
Dated 23/11/28
29/22

To

The Secretary
to the Resident in Mysore,
Bangalore.

Sir,

I have the honour to forward herewith the Agreement Form required to be executed by the Nursing Superintendent and Sisters engaged for this Hospital and request that you will kindly order 25 copies to be printed at the Residency Press and supplied to me.

(2) Before ordering the Agreement Form to be printed I shall be glad if you would kindly consider my D.O. No. 1186/129 of 8th.September 1928 regarding Pay, Ration and Uniform Allowances.

I have the honour to be
Sir,
Your most obedient servant,

J McPherson.

Lt-Col.,I.M.S.,
Residency Surgeon, Bangalore.

[R. O. 106 (a)].

All communications should be addressed to the Secretary to the Resident in Mysore, Bangalore, by designation and not by name.

OFFICE OF THE RESIDENT IN MYSORE,

Bangalore, 13.12. 1928.

No. 1153/ ENCLOS. 7

A copy of the marginally* noted letter, with enclosure, is forwarded to the Pay & Accounts Dept for favour of scrutiny & remarks. The form of Agreement needs revision in view of the order of the Govt. of India, Foreign.

*No. 1750/128 dated 21-11-28 from the Residency Surgeon,

Secretary to the Resident.

532—15-9-1927—5,000—RPB.

No.F.172-E/28.

A copy of the undermentioned paper is forwarded to the Finance Department, / the Hon'ble the Resident in Mysore, for information (and further necessary action) in continuation of the endorsement from the (Government of India) Foreign and Political Department, No.F.172-E/28, dated the 20th September 1928.

() to Finance only.

( ) to Mysore only.

By order, etc.,

B. A. Mukherjee

Assistant Secretary to the Government of India.

Foreign and Political Department,

New Delhi,

The 5th December 1928.

Letter from the India Office, London, No.S. & G.4909/28, dated the 13th November 1928.

Se[redacted] and
Ge[redacted]l Department.

S C.4909/28.

INDIA OFFICE,
Whitehall, London,S.W.1.
13 NOV

13th November, 1928.

Recruitment of Nursing Staff of the Bowring and Lady Curzon Hospitals, Bangalore, and appointment of Miss H.M.Berry.

Sir,

In reply to your letter dated 20th September last, No. F.172[illegible]/28, I am directed to say that recruitment of nursing staff for the above-mentioned hospitals was transferred to the High Commissioner for India in 192[illegible], in pursuance of the orders contained in the Secretary of State's Public Despatch No.8, dated the 14th February 1924.

The Secretary of State in Council agrees that Miss H.M.Berry may be regarded as recruited by the High Commissioner in England and as having commenced her contract of service on the 9th December, 1926.

I am, Sir,

Your obedient Servant,

(Sgd.) G. G. DIXON.

The Secretary
to the Government of India,
POLITICAL DEPARTMENT.

[R. O. 106 (a)].

All communications should be addressed to the Secretary to the Resident in Mysore, Bangalore, by designation and not by name.

OFFICE OF THE RESIDENT IN MYSORE,

Bangalore, 18-12-1928

No. 11713 - ENCLOS. 1.
11715

A copy of the marginally* noted letter, ~~with enclosure~~, is forwarded

Encl. 6
P. U. C.

*No. S & C 4505/28 dated 13.11.28 from the India Office to the Govt. of India, Political Dept. to the Residency Surgeon, Audit Officer, Experiments, Bangalore, Pay & Accounts Officer in continuation of Residency endst no. 9023 9024 9025 dt the 24th September 1928.

† S.N. 21 Z

Secretary to the Resident.

532—15-9-1927—5,000—EPB.

C V Ramanathan
18.12.28

No. 1995/129.

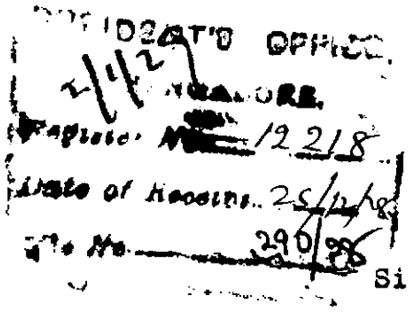
Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 22nd. Decr. 1928

C

From

Lt-Col. J.McPherson,M.A.,M.B.,F.R.C.S.E.,M.R.C.P.,
I.M.S.,
Residency Surgeon.

To



The Secretary

to the Resident in Mysore,

Bangalore.

Sir,

S.X.31

With reference to correspondence ending with your No.1173/290-1928, of 18th.December 1928, I have the honour to inform you that since the Secretary of State for India has agreed that Miss H.M. Berry is to be regarded as recruited by the High Commissioner in England and as having commenced her contract of service on 9th.December 1925;she is entitled to travelling expenses from Home to Bangalore and expenses in connection with her outfit and incidental charges.

As she has to execute an agreement recently approved of by the Government of India, she will be entitled to the amount mentioned in para 1 of the Agreement i.e. First Class fare from Home and double first class from the place of debarkation and £ 50/- for outfit and incidental expenses.

I therefore request you to kindly obtain sanction of the Hon'ble the Resident to pay Miss Berry the amount.

I have the honour to be

Sir,

Your most obedient servant,

Lt-Col.,I.M.S.,

Residency Surgeon, Bangalore.

Telegraphic Address: Bangacts, BANGALORE.

GOVERNMENT OF INDIA
The Pay and Accounts Office
BANGALORE.

Telephone: Office 47

Ref. No. P.Pen. 6443 12th January 1929.

Enclosures

To

The Secretary to the Resident,
BANGALORE.

Sir,

I have the honor to invite a reference to the Hon'ble the Resident's Proceedings No.11189 dated the 5th December 1928 forwarding an addendum to the Special Rules and orders relating to the Accounts of the Hon'ble the Resident's Treasury Bangalore and to state that under the existing rules, Nursing Superintendent and Sisters, whether recruited in England or in India, are required to enter into a contract and unless the conditions of their service are modified, the cases of appointment without a contract cannot arise. But the addendum as now approved in the above proceedings suggests that Nursing Superintendent and Sisters can be entertained even without a contract. The note suggested in the latter portion of the draft correction forwarded for approval with this office letter No.P.Pen.4116 dated the 16th October 1928 may therefore perhaps be retained or it would be simpler if the entries, 'Nursing Superintendent' and 'Nursing Sisters' be omitted from the list in the addendum now approved.

In this connection it is requested that the Residency Surgeon may kindly be asked to furnish to this office copies of the agreements executed by the marginally noted Nursing Sisters now in service and recruited in India. A copy of the agreement of Nursing Superintendent Miss.Berry, who is to be regarded

* Miss.E.Legat.
P.Delmege.
E.Ogley.

as recruited by the High Commissioner in England, under India O
S.R. 30 a Letter No. [illegible] & G.4909/28 dated the 13th November 1928 may also be
sent to this office for record.

I have the honor to be,

Sir,

Your most obedient servant,

VDV.

PAY AND ACCOUNTS OFFICER.

Memorandum.

No. 1367

From A.C.Lothian, Esquire, I.C.S.,
Secretary to the Resident
in Mysore.

Bangalore, dated 9th February, 1929.

To The Pay and Accounts Officer,
Bangalore.

S.N.34

Reference:- Your letter No.P.Pen.6443, dated the 12th/15th January, 1929.

There does not seem to be any special point in specifying the different categories of the nursing staff in the addendum to the Bangalore Treasury Manual and the difficulty you refer to would be obviated by omitting them altogether. Kindly let me know whether you would have any objection to this course.

o/c

SECRETARY TO THE RESIDENT.
asb.

ASB

Telegraphic Address: Bangacts, BANGALORE.

GOVERNMENT OF INDIA
The Pay and Accounts Office
BANGALORE.

Telephone : Office 47

Ref. No. P. Pen. 6691 9/2/29 4th February 1929.

Enclosures 1313 6/2/29

To

The Secretary to the Resident,

MYSORE.

Sir,

I have the honour to be directed to acknowledge receipt of your endorsement No. 897 dated the 26th January 1929 regarding the pensionary status of Nursing Superintendent and Nursing Sister and to request to be favoured with a copy of the order passed on part 1 of this office letter P. Pen. 6443 dated the 12/15th January 1929.

I have the honour to be,

Sir,

Your most obedient servant,

for PAY AND ACCOUNTS OFFICER.

Ac

U S 86.35

S.N. 54

This may be filed.
A reference to the
Pay & Accounts Officer
has issued in
S N 36.

CVR
12.2.29

Telegraphic Address: Bangacts, BANGALORE.

GOVERNMENT OF INDIA
The Pay and Accounts Office
BANGALORE.

Telephone : Office 47

Ref. No. [illegible]. 6th February 1929.

Enclosures

9/2/29
1350
7/2/29
290/28

To

The Secretary to the Resident,
[illegible].

Sir,

I have the honour to return herewith the revised Government Form required to be submitted by the Nursing Subordinate staff and Nursing Sisters employed for the Hospital and to state that it has been scrutinised and found correct subject to the following remarks:-

Item and Page of Form.	As it should be.	Remarks.
[illegible] for Kerosene and incidental	Rs.30 for kerosene outfit and incidental charges.	In para 3, Rs.50/- has been inserted as per para 7 of the Labour Agreement. But in the absence of Kerosene outfit Rs.30/- or less to the enlistment outfit allowance only Rs.30/- should be inserted.
Pay of Nursing Subordinate. -250 and -150.	150 - 10 -250 and 250 - 10 -350.	S.R.26 With Government of India Political Department No.719(e)[illegible]/28 dated the 24th November 1928 sanctioning the revised rates of pay. This should be entered in the Agreement in lieu of the rates of pay shown therein. It should also be noted that the revised rates of pay are admissible to Indian Nursing Subordinate staff only from the date of this Corp.
8. Boarding [illegible] of Rs.5[illegible]/-	Boarding allowance of Rs.4[illegible]/-	S.R.26 With Government of India Political Department No.10(e)[illegible]/28 dated the [illegible] sanctioning the [illegible] of Rs.4/- per mensem. The revised rates will be admissible from the [illegible].

No.2265/129.
Enc.1.

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 4th.January 1929

From

Lt-Col. J.McPherson,M.A.,M.B.,F.R.C.S.E.,M.R.C.P.
I.M.S.,
Residency Surgeon.

To

The Secretary
to the Resident in Mysore,
Bangalore.

Subject:- European Nursing Staff of the Bowring & Lady Curzon Civil Hospitals. Form of Agreement for the use of those recruited in India.

Sir,

1) With reference to your No.896/290-1929, dated the 26th.January 1929 forwarding an extract from letter No.P.Pen.6443 dated 12/15th.January 1929 from the Pay & Accounts Officer,Bangalore, I have the honour to inform you that agreements have not yet been executed by the Nursing Sisters, mentioned, as their stay here was uncertain.For example Miss Legat resigned her post on 1st.December 1928 and Miss Delmege has since resigned her post from 1st.March 1929 (with 1 month's notice).

2) Regarding Miss H.M.Berry, her agreement will be executed by her as soon as the printed forms are received from the Residency Press.

3) I forward herewith a copy of agreement form for the use of those recruited in India for favour of your kindly ordering 25 copies to be printed and supplied.

I have the honour to be
Sir,
Your most obedient servant,

Lt-Col., I.M.S.,
Residency Surgeon, Bangalore.

time receive from the officers and the authorities of the said hospitals, and that in case she shall be guilty of insubordination or other misconduct or any breach or non-performance of any of the provisions of these presents it shall be lawful for the Secretary of State, through the Residency Surgeon in charge of the said Bowring and Lady Curzon Civil Hospitals, to discharge her from her said service; and that upon such discharge she will forthwith peaceably leave the said hospitals and service.

6. That if at any time, in the opinion of the Residency Surgeon of the Bowring and Lady Curzon Civil Hospitals, the Nursing Superintendent / Sister is found to be unsuitable for the sppointment, she shall be given, with the approval of the Resident in Mysore, 3 months' notice in writing and shall on the termination of such notice quit the service.

7. That if the Nursing Superintendent / Sister shall observe and comply with each and all of the provisions of these presents, the Secretary of State will pay to her, for such time as she shall be actually in the service of the Secretary of State and shall perform her duties satisfactorily, a salary of Rupees 250-10-350 / 160-10-200 per mensem, with a ration allowance of Rupees 45 and uniform and washing allowance of Rs. 15/- per mensem, -- in- residential quarters and free attendance. -s-

her reporting herself for duty at Bangalore as aforesaid and ceasing on the day of her quitting the service in India, or on the day of her discharge therefrom, or on the day of her death if she die whilst therein.

9. The Nursing Superintendent / Sister will, during her continuance in service, pay such subscriptions to the General Provident Fund as shall be payable under the rules for the time being in force (by which rules she agrees to be bound), and it shall be lawful for the Government to deduct the said subscriptions from any money that may be payable to the Nursing Superintendent / Sister under these presents or otherwise.

10. In any payments or recoveries which may be made under these presents in England or India, the rate of exchange between England and India fixed from time to time by the Secretary of State for India in Council in communication with the Lords Commissioners of the Treasury shall be observed. But if the Nursing Superintendent / Sister is, by competent authority, granted any leave admissible under the Indian C.S.R., for the time being in force to an officer appointed under contract, she will be eligible for the special rate of exchange admissible under those regulations for such

leave

determine such service at any time by giving three months' notice in writing to the said Residency Surgeon and to the right of the Secretary of State to determine such extended service at any time after the expiration of five years from her first engagement, reckoned as aforesaid, by giving a similar notice to the Nursing Superintendent. Sister Nothing in this clause shall interfere with the right of the Secretary of State to discharge the Nursing Superintendent Sister at any time as laid down in clauses 5 and 6.

15. That in the event of any difference or question arising between the parties or as to the duties to be performed by the Nursing Superintendent Sister or whether the Nursing Superintendent Sister has satisfactorily performed her duties so as to entitle her to a renewal of this agreement, or whether she has been guilty of inattention, neglect or misconduct or breach of any term of these presents warranting her discharge and entitling the Secretary of State to a refund of the allowance of Rs.300, such difference or question shall be referred to the Residency Surgeon of the Bowring and Lady Curzon Civil Hospitals, whose decision shall be final and binding on the parties hereto.

In witness whereof the parties have hereunto set their hands at the places and on the dates hereinafter specified respectively

Signed by the said
at this
day of
192 in the presence
of

1.

2.

Signed by

Residency Surgeon,
Bowring & Lady Curzon Civil Hospitals, Bangalore
on day of 19 on behalf of the Secretary of State for India in Council acting in the premises under the authority of the Hon'ble the Resident in Mysore, Bangalore.

T.N.T.
22-10-30

[R. O. '06 (a)].

All communications should be addressed to the Secretary to the Resident in Mysore, Bangalore, by designation and not by name.

OFFICE OF THE RESIDENT IN MYSORE,

Bangalore, 22-2-1929

No. 1908 ENCLOS. 2

S.N-38

A copy of the marginally* noted letter, with enclosure, is forwarded

*No. PB 6715 dated 6.2.29 from the Pay & Accounts Office Bangalore

to the Residency Surgeon, Bangalore, with reference to his letter no. 1750/129, dated the 21st November, 1928, & with the request that he will be so good as to state whether the original

S.N. 28.

Secretary to the Resident.

532—15-9-1927—5,000—RPB.

whether, under the existing
orders of the Govt. of India,
he sees any objection to
the alterations suggested by
the Dy. Accounts Officer
in the Form of Agreement

sd/- A. M. Peris.
for Secy. to the Resident

16.2.29

16/2

[R. O. 106 (a)].

Communications should be addressed the Secretary to the Resident in Mysore, Bangalore, designation and not by name.

OFFICE OF THE RESIDENT IN MYSORE,

Bangalore, 22 – 2 – 1929

No. 1909 ENCLOS. 2

A copy of the marginally* noted letter, with enclosure, is forwarded

*No. 2265/129 dated 4.2.29

from the Residency Surgeon

to the Dy Accounts Officer, Bangalore,

~~for favour of reference,~~

~~Table~~

Secretary to the Resident.

532—15-9-1927—5,000—RPB.

TELEGRAPHIC ADDRESS:—**BANGACTS, BANGALORE.**
TELEPHONE NUMBER:—**47.**

Memorandum.

No. P.Pen. 7865

From

THE PAY AND ACCOUNTS OFFICER,
BANGALORE.
19th February 1929.

To

The Secretary to the Resident,
BANGALORE.

1828
28/2/29
29/2/29

(VI) 9.8.36

Reference:- Your Memo No.1367 dated the 9th February 1929

There would be no objection to the course proposed by you.

PAY AND ACCOUNTS OFFICER.

VDV.

Ac

Telegraphic Address: Bangacts, BANGALORE.

GOVERNMENT OF INDIA
The Pay and Accounts Office
BANGALORE.

Telephone : Office 47

Ref. No. P.B.7853.

18th February 1929.

Enclosures

To

The Secretary to the Resident,
BANGALORE.

1829
20/2/29
290/28

Sir,

U S.& 33
T S.& 32

With reference to your Endorsement No.164/290-1928 dated the 7th January 1929 forwarding for remarks letter No.1995/29 dated the 22nd December 1928 from the Residency Surgeon, Bangalore regarding the grant to Miss. H.M.Berry, Nursing Superintendent, of travelling expenses from Home to Bangalore, and outfit and incidental charges, I have the Honor to state that the orders of the Secretary of State for India are that she may be regarded as recruited by the High Commissioner in England, and as having commenced her contract of service on the 9th December 1928. She arrived in Bangalore to take over her duties on 7th December 1928 and actually joined the hospital on 9th December 1928. I do not think that the intention of the orders is that she should ~~not~~ now be given the concessions admissible to Nursing Sisters actually recruited in England and paid to them on appointment. I take the present orders to give Miss. Berry the concessions admissible, after joining their appointment, to Nurses recruited in England instead of those admissible to Nurses recruited in India, e.g.,

i) Placed in the 1st class for purposes of travelling allowance.

ii) Admissibility of the modified leave terms, sanctioned in Government of India Foreign & Political No.298-S/27, dated 7th June 1928.

iii) Grant of I class passage from India to United Kingdom and of Double I class railway fare from Bangalore to Portsmouth debarkation or termination of 5 years service.

Memorandum.

No. 2213

From Major G. Loch,
Secretary to the Resident
in Mysore.

Bangalore, dated 5th March, 1923.

To The Pay and Accounts Officer,
Bangalore.

S.N.42

Reference:- Correspondence ending with your letter No. P.P.A.7965, dated the 12th February, 1923.

The Annexure to the Hon'ble the Resident's Proceedings No.1114, dated the 5th December, 1913, is revised as follows:-

In the "Special Rules and Orders relating to the Accounts of the Hon'ble the Resident's Treasury, Bangalore", insert the following as paragraph 24E on page 22:-

"24.E. The services of the members of the nursing staff "of the Bowring and Lady Curzon Hospitals and of "the Haji Sir Ismail Sait Gosha Hospital (with the "exception of those who enter the service on "contract) will be pensionable provided that the "conditions in Article 361 of the Civil Service "Regulations are satisfied."

Sd/- G. Loch,
Major.
SECRETARY TO THE RESIDENT.

No. 2214.

Copy forwarded to the Residency Surgeon, Bangalore, for information.

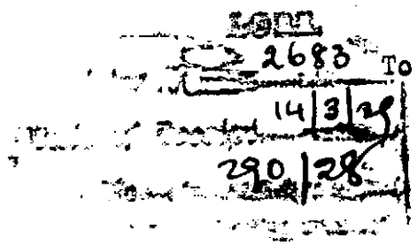
Major.
SECRETARY TO THE RESIDENT.

No.2510/129.

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 12th. March 1929

From

Lt-Col. J.McPherson,M.A.,M.B.,F.R.C.S.E.,
M.R.C.P.,I.M.S.,
Residency Surgeon.



The Secretary

to the Resident in Mysore,

B a n g a l o r e.

Subject:-European Nursing Staff of the Bowring & Lady Curzon Civil Hospitals-Form of Agreement-for the use of those recruited in England.

Sir,

8.86.40 I

With reference to your No.1908/290-1928, dated 22nd. February 1929 forwarding for my remarks the suggestions of the Pay & Accounts Officer in the form of Agreement I have the honour to inform you that certain alterations are necessary in regard to quarters and Staff for the Sisters. I therefore request you to kindly obtain necessary sanction of the Government of India to provide the Sisters with free furnished residential quarters and free supply of staff of necessary servants for attendance on them and also for the insertion of Note in Para 15 of the Agreement.

2/ It may be noted here that as a result of our reference to the Government of India on the subject of approximating terms to those of the Lahore Sisters,the Government of India has deducted Rs5/- from the already sanctioned ration allowance of Rs50/- and has added Rs10 only to the Uniform and Washing Allowance, which results in an increase over all for the Sisters of Rs5/- only, which is quite inadequate. In the interval, and previous to our representation, we have had several applications from qualified ladies for Sisters posts, but all have

declined

declined to take up the posts alleging the inadequate salary. At the present time we are short staffed for Sisters in consequence, and the Lady Superintendent has to do the work of two sisters (and that of a Theatre Sister in addition). The strain on the Staff of Sisters is consequently too great, and is likely to continue until better terms are available.

The matter is in urgent need of reconsideration and in the meantime, it is hoped that the alterations suggested in this Memo will be passed, as otherwise it is useless to expect qualified Sisters to apply for our posts in these hospitals.

I have the honour to be

Sir,

Your most obedient servant,

J Richardson.

Lt-Col., I.M.S.,

Residency Surgeon, Bangalore.

No. 2575/129.
Enc. 1.

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 21st. March 1929

From

The Residency Surgeon,
Bangalore

To
3031
22/3/29
The Secretary
to the Resident in Mysore,
Bangalore.
290/28

Sir,

With reference to your No. 2646 of 19th. March 1929 I have the honour to return herewith the form of agreement received with your endorsement No. 1908/290-1928 of 22nd. February 1929.

I have the honour to be
Sir,
Your most obedient servant,

Lt-Col., I.M.S.

Residency Surgeon, Bangalore.

Articles of Agreement made the day of 19

Between

(herein after called "the Nursing Superintendent / Sister) of the one part and the Secretary of State for India in Council (hereinafter called "the Secretary of State") of the other part.

Whereas the Secretary of State has agreed to engage the Nursing Superintendent / Sister to serve the Secretary of State as a Hospital Nursing Superintendent / Sister in the Bowring and Lady Curzon Civil Hospitals at Bangalore.

Now these presents witness and the parties hereto respectively agree as follows:-

1. That the Nursing Superintendent / Sister will, as soon as she may be directed on behalf of the Secretary of State, proceed to Bangalore, for which purpose she will be given the grant of a first class passage from the United Kingdon to India, double first class railway fare from the port of debarkation to Bangalore, and £ 50/- for her outfit and incidental expenses. No hotel or other expenses incurred in the course of the journey will be allowed.

2. That the Nursing Superintendent / Sister will, on arrival in India, proceed to Bangalore, and report herself to the Residency Surgeon in Mysore, Bangalore. / Nursing Superintendent Bowring & Lady Curzon Civil Hospitals, Bangalore.

3. That the Nursing Superintendent / Sister will submit herself to the orders of the officers and authorities of the said Bowring and Lady Curzon Civil Hospitals, and will remain in the said service of the Secretary of State as a Nursing Superintendent / Sister of the said Bowring and Lady Curzon Civil Hospitals for the space of three years from the date of reporting her arrival at Bangalore as aforesaid.

4. That the Nursing Superintendent / Sister will employ herself efficiently and diligently in the said Bowring and Lady Curzon Civil Hospitals, under the orders and instructions of the officers and authorities aforesaid as a Hospital Nursing Superintendent / Sister in which capacity she will discharge all duties appertaining to that office, and do all things which may be required of her, or which are necessary to be done in her capacity aforesaid.

5. That the Nursing Superintendent/Sister will not on any pretence absent herself from her duties without having first duly obtained the permission of the Residency Surgeon/Nursing Superintendent of the said hospitals, and that she will devote her whole time to the duties of the service and will not undertake or attend to any private cases outside the said hospitals.

6. That the Nursing Superintendent/Sister will conform/to all the rules and regulations of the said Bowring and Lady Curzon Civil hospitals and will obey all such lawful orders and directions as she shall from time to time receive from the officers and authorities of the said hospitals, and that in case she shall be guilty of insubordination or other misconduct, or any breach or nonperformance of any of the provisions of these presents, it shall be lawful for the Secretary of State, through the Residency Surgeon in charge of the said Bowring and Lady Curzon Civil Hospitals, to discharge her from her said service; and that upon such discharge she will forthwith peaceably leave that said hospitals and service.

7. That if at any time in the opinion of the Residency Surgeon of the Bowring and Lady Curzon Civil Hospitals, the Nursing Superintendent/Sister is found to be unsuitable for the appointment, she shall be given, with the approval of the Resident in Mysore, 3 months' notice in writing and shall on the termination of such notice quit the service- in such a case the Nursing Superintendent/Sister will not be entitled to passage money home.

8. That if the Nursing ~~Superintendent~~/Sister shall observe and comply with each and all the provisions of these presents the Secretary of State will pay to her, for such time as she shall be actually in the service of the Secretary of State and shall perform her duties, a salary at the rate of rupees ~~two~~ hundred ~~and fifty~~ (Rs200) per mensem, rising to rupees two hundred and fifty (Rs250) per mensem by annual increments of rupees ten (Rs10) ~~per mensem~~; and in the event of promotion to the post of Nursing Superintendent to a salary of rupees ~~three~~ hundred (Rs300) per mensem, rising to rupees four ~~hundred~~ (Rs400)

per mensem

per mensem by annual increments of rupees ten(Rs10) ~~per mensem~~; and will also grant her a boarding allowance of Rs[illegible]/- and a uniform and washing allowance of Rs15/- and will also provide her with furnished residential quarters and a staff of necessary servants.

9. That the salary and allowances payable to the Nursing Superintendent Sister shall be payable monthly in India commencing from the date of her reporting her arrival at Bangalore as aforesaid and ceasing on the day of her quiting the service in India, or on the day of her discharge therefrom or on the day of her death if she shall die whilst therein. She shall not be entitled to any pension, gratuity or bonus or to exchange compensation allowance.

10. The Nursing Superintendent Sister is, for such time as she shall be actually in the service of the Secretary of State, placed in the first class for the purpose of travelling allowance.

11. The Nursing Superintendent Sister will, during her continuance in the service, pay such subscriptions to the General Provident Fund as shall be payable under the rules for the time being in force(by which rules she agrees to be bound), and it shall be lawful for the Government to deduct the said subscriptions from from any money that may be payable to the Nursing Superintendent Sister under these presents or otherwise.

12. In any payments or recoveries which may be made under these presents in England or India, the rate of exchange between England and India fixed from time to time by the Secretary of State for India in Council in communication with the Lords Commissioners of the Treasury shall be observed. But if the Nursing Superintendent Sister is, by competent authority, granted any leave admissible under the terms detailed below she will be eligible for the special rate of exchange admissible under the Fundamental Rules for such leave, provided the payment is made in a place mentioned and subject to the conditions stated therein.

LEAVE TERMS:-

1. In each calender year the Nursing Superintendent Sister will be entitled to one month's leave on full pay. This

leave

LEAVE TERMS(Continued)-

leave is not to be accumulated.

2. After the completion of each term of 5 years' service as may prove feasible, due regard being had to the working of the Bowring and Lady Curzon Civil Hospitals, Bangalore, the nursing Superintendent/Sister if she is of non-Asiatic domicile as defined in F.R.75 will be granted six months' leave to England on full average pay (pay means the pay she was drawing during each 5th. year of her service), first class railway fare, passage to England and back provided she signs an agreement before proceeding on leave to return to India for further tour of duty for 3 years to be extended from year to year to five years as last hereinbefore provided and subject to the refund of her passage money and railway fare if she leaves before completing 3 years service. Previous service will count for purposes of fixing the pay of nursing Superintendent/Sister when she enters upon each new term of service.

13. That in particular the duties of the Nursing Sister include the teaching of pupil nurses in training, and nursing of European and Indian patients.

14. That, if at any time during the first three years of her engagement reckoned from the date on which she reported her arrival in Bangalore, the Nursing Superintendent/Sister shall be guilty of any insubordination or other misconduct whereby she shall be subject to dismissal, she shall refund to the Secretary of State the whole of the allowance of £ 50/- and shall further be liable to forfeit one month's pay, cost of passage to India and the Travelling Allowance to Bangalore.

15. That, if at any time during the first three years of her engagement reckoned as above, the Nursing Superintendent/Sister shall wish to quit the service and shall have satisfactorily performed her duties upto that time, as to which the Residency Surgeon of the Bowring and Lady Curzon Civil Hospitals shall be

sole

sole and final judge as hereinafter provided, she shall give three months' notice in writing to the Residency Surgeon of the aforesaid hospitals and shall on the termination of that period be entitled to quit the service provided always that:-

(a) if the Nursing Superintendent / Sister quits the service during the first year of her engagement, reckoned as above, she shall refund to the Secretary of State the whole of the allowance of £60/-, cost of passage to India and Travelling Allowance to Bangalore.

(b) if the Nursing Superintendent / Sister shall quit the service during the second year of her engagement, reckoned as above, she shall refund to the Secretary of State two-thirds of the total sum repayable in sub-clause(a) above

(c) if the Nursing Superintendent / Sister shall quit the service during the third year of her engagement, reckoned as above, she shall refund to the Secretary of State one-third of the total sum repayable in sub-clause(a) above

NOTE:-The Local Government reserves to itself the right to remit charges under sub-clause(a)(b) and (c) in special case.

16. That, if on the termination of the third year of her engagement reckoned as above, the Nursing Superintendent / Sister shall have satisfactorily performed her duties she may be invited to extend her service from year to year on the same terms and conditions, so far as they may be applicable, subject however to the right of the Nursing Superintendent / Sister to determine such service at any time by giving three months' notice in writing to the said Residency Surgeon, and to the right of the Secretary of State to determine such extended service at any time after the expiration of five years from her first engagement, reckoned as aforesaid, by giving a similar notice to the Nursing Superintendent / Sister. Nothing in this clause shall interfere with the right of the Secretary of State to discharge the Nursing Superintendent / Sister at any time as laid down inclauses 6 and 7.

17. That, if on the termination of five years service under these presents including the extended period of service as last hereinbefore provided, the Nursing Superintendent / Sister shall have ~~satis-~~ satisfactorily

satisfactorily at all times performed her duties or if she shall be compelled at any time by illhealth not brought on by her own neglect, or carelessness or misconduct (of which the certificate of a medical Board shall be conclusive) to quit such service or be discharged therefrom, and up to that time shall have performed her duties to the satisfaction of the said Residency Surgeon, she shall be provided by the Secretary of State with a first class passage from India to the United Kingdom and a double first class railway fare from Bangalore to the port of embarkation.

18. That in the event of any difference or question arising between the parties or as to the meaning and construction of these presents or as to the duties to be performed by the Nursing Superintendent Sister or whether the Nursing Superintendent Sister has satisfactorily performed her duties so as to entitle her to a return passage to England or to a renewal of this agreement, or whether she has been guilty of inattention, neglect or misconduct or breach of any term of these presents warranting her discharge and entitling the Secretary of State to a refund of the passage money railway fare, and allowances for incidental expenses, such difference or question shall be referred to the Residency Surgeon of the Bowring and Lady Curzon Civil Hospitals, whose decision shall be final and binding on the parties hereto.

In witness whereof the parties have hereunto set their hands at the places and on the dates hereinafter specified respectively.

Signed by the said

at this

day of

19 in the presence

of (1).....

(2).....

Signed by

day

of 19 on behalf of the

Secretary of State for India in Council

D.O.No. 28 /129.

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 4th. April 1929

OFFICE;
3468
5/4/29

My dear Loch,

I should be obliged if you could kindly get through this matter of Sisters as early as possible. If I send on leave one Sister now, who is far from well, I shall have only one, recently joined, Sister, to run the whole hospital. The Sister urgently requires leave, and so I wish to advertise at once for Sisters (European) in India. Whatever our ultimate procedure about securing these Sisters may be, the present requirement is for extra assistance immediately. We can write to Bombay, European General Hospital, and may be successful in securing what we require. I hope that, in the circumstances, we shall be given authority to do so.

Yours faithfully,
J Thurston

To

Major G. Loch, I.A.,
Secretary to the Resident in Mysore,
Bangalore.

47

No. 29/129.

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 4th. April 1929.

From

Lt-Col. K. McPherson, M.A.,M.B.,F.R.C.S.E.,M.R.C.P.
I.M.S.,
Residency Surgeon.

To

The Secretary
to the Resident in Mysore,
Bangalore

No 3469
5/4/29

Sir,

I have the honour to bring to your notice that the full complement of Nursing Sisters for these hospitals is five, including the Lady Superintendent. Two Sisters have recently resigned, one to be married, and one to adopt another vocation.

The result is that we are working short handed for some time, and most of this extra work falls on the Lady Superintendent who besides controlling the Nursing Staff of both hospitals, acts as theatre Sister, and has also sole superintendence of the 120 beds which constitute the Lady Curzon Hospital. This amounts to the work of three Sisters at one time, and involves an unbearable strain for her, and considerable extra strain for the other day Sister, which precludes the usual amount of rest and leisure

S.N.20 W

Para 2 of letter No.F-172-E/28, dated the 20th. September 1928 advises the enlistment from Home of the European Nursing Staff "if there is no objection". I should like to make some remarks upon this recommendation.

1. Sisters enlisted from Home are not necessarily the best type of Home trained Sisters, and there is definite evidence of this very near to us, where two Sisters, thus enlisted from Home and now employed by a neighbouring Govern-ment are of a poor social type, and of very mediocre ability and quite below the standard hitherto available for this

Hospital

All communications should be addressed to the Secretary to the Resident in Mysore, Bangalore, by designation and not by name.

No. 3465 Enc.
290-1928.

FROM

Major G. Loch,
SECRETARY TO THE RESIDENT IN MYSORE.

To

The Residency Surgeon,
B a n g a l o r e.

Dated Bangalore, 20th April *192*9.

Subject.

Recruitment of Nursing Sisters for the Bowring and Lady Curzon Hospitals.

SIR,

I am directed to refer to your letter No.29/129, dated the 4th April, 1929, and to confirm our telephone conversation of the 12th April, 1929 (17.00 hrs) in which I said that there was no objection to your recruiting two sisters in India for the Bowring and Lady Curzon Hospitals, that their appointment might need the confirmation of the Government of India, and that they should be recruited on the agreement form prescribed for locally recruited sisters.

2. I am to explain that the question of whether a report to the Government of India is necessary, is being examined in consultation with the Pay and Accounts Officer and the result will be communicated to you in due course.

I have the honour to be,
Sir,
Your most obedient servant,

o/c

Major.
SECRETARY TO THE RESIDENT.

Telegraphic Address: Bangacts, BANGALORE.

GOVERNMENT OF INDIA
The Pay and Accounts Office
BANGALORE.

Telephone: Office 47

Ref. No. P.B.8-16-8357.

25th March 1929.

Enclosures

To

The Secretary to the Resident.

BANGALORE.

4 : 9
3240
27/3/29
290/28

Sir,

S.H.-29 With reference to your Endorsement No.1909/290-1928 dated the 22nd February 1929 forwarding for remarks letter S.H. 39 No.2265/129 dated the 4th February 1929 of the Residency Surgeon enclosing a copy of the agreement to be executed by the European Nursing Staff recruited in India, I have the honor to state that the form of agreement appears to be in order subject to the following remarks:—In para 7 of the agreement the scale of pay of the Nursing Superintendent/Nursing Sister i.e., Rs.250-10-350/160-10-200 with a ration allowance of Rs.15/- and uniform and washing allowance of Rs.15/- sanctioned in S.H. 26 Government of India Foreign and Political Memo No.F.19(8)-E/28 dated the 28th November 1928, may be inserted.

2) In para 10 of the agreement it is stated that they may be granted any leave admissible under the Indian C.S.R. The leave terms of Nursing Sisters of Non-Asiatic domicile recruited in England have since been revised in Government of India Foreign and Political Department Memo No.373 R i/27 dated the 21st June 1928. The same concessions may perhaps be extended to the European Sisters recruited in India with the sanction of the Government of India so that the leave terms of all the Sisters may be similar.

I have the honor to be,
Sir,
Your most obedient servant,

S Narasimhalu
PAY & ACCOUNTS OFFICER.

VDV.

89

No. F.70-E/29.

From

The Under Secretary to the Government of India
in the Foreign and Political Department,

To

The Hon'ble the Resident in Mysore.

Dated Simla, the 17 May 1929.

Proposed provision of a vernacular clause in agreements that may be entered into by the High Commissioner for India with Nursing Sisters recruited in the United Kingdom for service in the Bowring and Lady Curzon Hospitals, Bangalore.

Sir,

With reference to the correspondence ending with the Government of India, Foreign and Political Department endorsement No. 172-E/28, dated the 6th December 1928, I am directed to state that the High Commissioner for India, London, has raised a question whether a clause for examination in an Indian Vernacular should not be included in agreements with officers recruited by him in the United Kingdom on behalf of the Government of India. The Government of India would be glad to know whether in the agreements with the Nursing Sisters for the Bowring and Lady Curzon Hospitals, Bangalore, which come under this category, you consider the provision of such a clause to be necessary. Should you consider it necessary would you please forward a draft clause for communication to the High Commissioner.

I have the honour to be,

Sir,

Your most obedient servant,

Under Secretary to the Government of India.

No. 4881/Sec1.
290/1928.

Office of the Resident in Mysore,
Bangalore, the 6th June, 1929.

A copy of the marginally noted letter is forwarded to the Residency Surgeon, Bangalore, in continuation of this Residency endorsement No.11713, dated the 18th December, 1928, and with the request that the Hon'ble the Resident may be favoured with his views on the question raised.

S.N.S1

No.F.70-E/29, dated the 17th May, 1929, from the Government of India, Foreign and Political Department.

S.N.31

2. It is requested that, if the inclusion in agreement of a clause regarding an examination in vernacular language is considered necessary, a draft clause may kindly be forwarded for submission to the Government of India.

O/C

Major.
for SECRETARY TO THE RESIDENT.

ASB

Teleph. Message

From

Regr.

To

Dy. Accounts Officer,
Bangalore.

Will you kindly send as early as possible a copy of the Memorandum of the Govt. of India No. 373 R I/27, dated the 21st June 1928 referred to in your letter no. PB 8-16-8357, dated 25.3.29 regarding agreements for European Nursing Staff.

S.N. 49, 51

Sent 11/45 AM 17/6/29

CVOR 14.6.29

17/6/29

No. 5470 Enc.1
290/1920

Office of the Resident in Mysore,
Bangalore, the 26th June, 1929.

A copy of the marginally noted opinion of the Government Pleader is forwarded to the Pay & Accounts Officer, Bangalore, as he may wish to modify the view expressed in his letter No.P.B.7853, dated the 18th February, 1929, in the light of the legal opinion given by the Government Pleader. An early reply is requested.

Paragraph 38 of notes.

No. Nil, dated the 3rd April, 1929, from the Government Pleader, Civil and Military Station, Bangalore.

S.N.43.7

O/C

Major.
SECRETARY TO THE RESIDENT.

ASB

Copy of letter No.F.373-R.I/27 dated the 22nd June 1928 from the Secretary to the Government of India, Finance Department, Simla to the Pay and Accounts Officer, Bangalore.

The undermentioned papers are forwarded to the Auditor General the Pay and Accounts Officer, Bangalore, and the Audit Officer, Bangalore, for information, in continuation of endorsement No.F. 373-C.S.R./27 dated the 27th September 1927

List of papers forwarded.

Letter from the Political Secretary to the Government of India, to His Majesty's Under Secretary of State for India, London, No.298-E/27, dated the 7th June 1928, and enclosure.

Copy of letter No.298-E/27.dated the 7th June 1928 from the Political Secretary to the Government of India, to His Majesty's Under Secretary of State for India, Services and General Department, London, S.W.I.

Modification of the leave terms of the Nursing Sisters of non-Asiatic domicile recruited in England for the Bowring and Lady Curzon Hospitals, Bangalore.

With reference to the correspondence ending with the letter from the India Office, No.S.& G.3807/27, dated the 24th August 1927, I am directed to forward a copy of the amended clause 12 in the Form of Agreement for the Nursing Sisters of the Bangalore Hospitals embodying the revised leave terms sanctioned for them.

For clause 12 in the Form of Agreement for the nursing sisters of the Bowring and Lady Curzon Hospitals, Bangalore, the following shall be substituted:-

"12. In any payments or recoveries which may be made under these presents in England or India, the rate of exchange between England and India fixed from time to time by the Secretary of State for India in Council in communication with the Lords Commissioners of the Treasury shall be observed. But if the nursing Superintendent / Sister is, by competent authority, granted any leave admissible under the terms detailed below, she will be eligible for the special rate of exchange admissible under the Fundamental Rules for such leave, provided the payment is made in a place mentioned and subject to the conditions stated therein.

LEAVE TERMS.-

(i) In each calendar year the Nursing Superintendent / Sister will be entitled to one month's leave on full pay. This leave is not to be accumulated.

(ii) After the completion of each term of 5 years' service as may prove feasible, due regard being had to the working of the Bowring and Lady Curzon Civil Hospitals, Bangalore, the Nursing Superintendent / Sister if she is of non-Asiatic domicile as defined in Fundamental Rule 75 will be granted six months' leave to England on full average pay (pay means the pay she was drawing during each fifth year of her service), first class railway fare and passage to England and back provided she signs an agreement before proceeding on leave to return to India for a further tour of duty for 3 years to be extended from year to year to five years as last hereinbefore provided and subject to the refund of her passage money and railway fare if she leaves before completing 3 years service. Previous service will count for purposes of fixing the pay of Nursing Superintendent / Sister when she enters upon each new term of service."

K. Ekambaram
for
Pay -

At

No. 556/129.

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 13th. June 1929

From

Lt-Col. J.McPherson,M.A.,M.B.,F.R.C.S.E.,
M.R.C.P.,I.M.S.
Residency Surgeon.

To

The Secretary
to the Residency in Mysore,
Bangalore.

5800
14/6/29
290/28

SUBJECT;-Proposed provision of a vernacular clause in Agreements that may be entered into by the High Commissioner for India with Nursing Sisters recruited in the United Kingdom for service in the Bowring & Lady Curzon Hospitals,Bangalore

Sir,

S.R. 52
S.R. 51

With reference to your No.4881/290-1928 dated the 6th. instant forwarding a copy of letter No.F.70-E/29 dated the 17th. May 1929 from the Under Secretary to the Government of India in the Foreign and Political Department,Simla, I have the honour to inform you that a provision in the Agreement regarding an examination in vernacular languages for Nursing Sisters recruited in United Kingdom for India is not necessary, as these Sisters do not deal with patients directly.

I have the honour to be
Sir,
Your most obedient servant,

J. McPherson.

Lt-Col.,I.M.S.,
Residency Surgeon, Bangalore.

Telegraphic Address: Bangacts, BANGALORE.

GOVERNMENT OF INDIA

The Pay and Accounts Office BANGALORE.

Telephone: Office 47

Ref. No. P.B.1390. 15th July 1929.

Enclosures

To

The Secretary to the Resident,

B A N G A L O R E.

Sir,

With reference to your Endorsement No.5470/290/1921, dated the 26th June, 1929, forwarding a copy of the legal opinion given by the Government Pleader in the case of Miss. Berry, Nursing Superintendent, I have the honor to state as follows.-

It seems that, although, as a matter of fact, Miss. Berry joined the hospital in Bangalore on 9th December, 1925, the Secretary of State having agreed to treat her as recruited in England on that date, she becomes entitled, in law, even to the terms that were effective prior to the date of the Secretary of State's orders, and before she actually joined her post, viz., passage money from Home to India, railway fare from port of debarkation and outfit allowance. It appears to me therefore necessary to make a reference to the Government of India enquiring whether it was their intention, in recommending her case to the Secretary of State to allow her to enjoy the privileges referred to above and, if not, to consider how the wording of the agreement, which she is now to enter into, may have to be altered to suit her special case

I have the honor to be,
Sir,
Your most obedient servant,

S. Ramachandran

PAY AND ACCOUNTS OFFICER.

VDV.

No.703/129.

Residency Surgeon's Office
Powring Civil Hospital
Bangalore 17th. July 1929

From

Lt-Col. J.McPherson, M.A., M.B., F.R.C.S.E.,
M.R.C.P., I.M.S.,
Residency Surgeon.

6976
18/7/29

The Secretary
to the Resident in Mysore,
Bangalore.

SUBJECT:-

Modification of the leave terms of the Nursing Sisters of Non-Asiatic domicile recruited in England for the Powring & L Lady Curzon Hospitals, Bangalore.

Sir,

S.N.57

With reference to your No.6676 dated the 1st.July 1929, I have the honour to inform you that I see no objection to modifying the terms in para 10 of the agreement for Sisters recruited in India agreeably to the leave terms revised for Sisters recruited in England.

I have the honour to be
Sir,
Your most obedient servant,

J. McPherson.
Lt-Col., I.M.S.,
Residency Surgeon, Bangalore.